



## **Policy Director National Ocean Protection Coalition**

The National Ocean Protection Coalition (NOPC) is a coalition of more than 50 organizations representing national, regional, and local perspectives from across the United States. We work to create and enhance equitable and effective U.S. marine protected areas – special places in the ocean that help to ensure a healthy ocean for the benefit of people and serve as a refuge for the wildlife that call these underwater places home. By convening people and organizations, we strategically activate our collective power to advance conservation for a healthy ocean. NOPC is committed to reflecting and advancing diversity, equity and inclusion (DEI) throughout its work and it will advance priorities driven by an overarching strategy rooted in inclusion that begins with small, yet meaningful steps for incremental and deep-rooted change.

NOPC is a fiscally sponsored project of Resources Legacy Fund (RLF). RLF builds alliances that advance bold solutions to secure a just and resilient world for people and nature. RLF partners with philanthropy, community groups, government, science, and business to promote smart policies and ensure equitable public funding for the environment, climate change resilience, and healthy communities. Across the American West and internationally, RLF manages complex, multi-year grantmaking programs and fiscally sponsored projects that accelerate change on environmental and equity issues.

### **Policy Director**

The Policy Director oversees NOPC's conservation policy program to advance our policy goals, focusing on achieving the national goal to protect 30% of our ocean by 2030. To do this, NOPC works to advance new or strengthen existing marine protected areas and other place-based conservation areas in the U.S. The Policy Director is a senior member of the NOPC team and manages two NOPC staff and consultants. Primary responsibilities include working closely with coalition partners to develop strategies and policy position statements, leading and supporting advocacy campaigns, helping to coordinate and advance the organization's goals and strategies, and working with the programs, policy and communications teams to creatively advance NOPC's policy goals and campaigns.

### **Position Summary:**

- Work closely with NOPC staff and coalition partners, identify strategic opportunities for NOPC to advance area-based conservation and ocean climate actions.
- Communicate closely with federal decision makers on ocean and coastal policy, including the White House, Congress, NOAA and Fish & Wildlife Service.
- Participate in strategy planning and campaign development/support to advance NOPC goals.
- Advance the coalition's commitment to diversity, equity and inclusion.
- Manage NOPC's government relations team and work with Congress and the Administration.
- Carry out supervisory responsibilities in accordance with organizational policies and applicable laws. Assign and direct work, evaluate performance, and deliver timely and constructive feedback.
- Lead NOPC work groups and support coalition partner organizations and grantees to advance priorities and achieve policy and campaign objectives.
- Build and maintain strong relationships with allies and stakeholders that are critical to the success of campaigns and policy goals.

- Work with NOPC staff and coalition partners to produce pitches, press releases, and other earned media products in support of priorities and campaigns, and help lead rapid response efforts.
- Work with NOPC communications staff to prepare coalition partner-facing materials related to policy goals and campaigns, such as partner toolkits, talking points, messaging guidance.
- Represent NOPC in the media and with partners.
- Attend regular staff meetings and team retreats.
- Travel required - approximately 10% time but may be clustered into travel-heavy periods.

The Policy Director is a full-time, exempt position and reports to NOPC's Executive Director. This position is preferably located in Washington, DC, but we will consider candidates working remotely who are based in other locations in the United States.

### **Qualifications:**

Note: These qualifications are guidelines, not hard and fast rules, so if you have many of the qualifications listed, we encourage you to apply. Experience can include paid and unpaid experience, including volunteer work that helped you to build the competencies, knowledge, and skills needed for this position.

- 6-10 years work experience in government, communications, advocacy, or politics preferred.
- 2-4 years of staff management and supervision.
- Knowledge of marine protected areas, ocean policy, and climate issues preferred.
- Exceptional communication skills, written and verbal. Skillful in adjusting communication style to interact with partners, staff, and decisionmakers in a professional, courteous, and tactful manner.
- Must demonstrate racial and cultural awareness and a commitment to justice, equity and inclusion.
- Ability to resolve conflicts professionally and maintain patience, grace, and humor under pressure.
- Strong organizational skills with a proven ability to effectively organize and manage multiple responsibilities under tight deadlines.
- Flexibility in working style, marked by an ability to work closely with a wide range of personality and organization types and teams.
- Innovative and solutions-oriented – demonstrated resourcefulness, optimism, and flexibility in approach to project assignments.
- Ability to perform tasks with a high degree of accuracy and attention to detail, as well as anticipate informational needs as situations and projects develop.
- Strong team player with the ability to lead NOPC staff, work streams and campaigns.
- Capacity to respond rapidly and appropriately to changing priorities, objectives, and situations; self-starter with a sense of initiative and good judgment.
- Strong computer skills, including Google Suites and virtual meeting platforms.

**Compensation and Benefits:** \$100,000 - \$120,000; salary commensurate with related work experience and qualifications. We offer a comprehensive benefit package including medical, dental, vision insurance, retirement plan, and generous paid time off.

### **Procedure for Candidacy:**

Applications will be accepted on a rolling basis. Review of applications will begin on Tuesday, July 26, 2022 and will continue until the position is filled. After initial application review, we will reach out to selected candidates for a video interview, which will be followed by a video interview for finalists. We plan to make a hiring decision by the end of August.

Interested individuals should send a cover letter, resume, and three references **in a single PDF** to:  
[jobs@oceanprotectioncoalition.org](mailto:jobs@oceanprotectioncoalition.org)

RLF is an equal opportunity employer and welcomes applications from all qualified candidates regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, or sexual orientation. We are committed to providing a work environment free from discrimination, where all team members feel valued, respected, and included. We know that our work is enriched by the varied voices and perspectives of every staff and board member, so we are committed to making an earnest effort to recruit, welcome, train, develop, and retain talented individuals from diverse backgrounds. We believe that a diverse and inclusive culture expands our creative capacity to do our work and achieve greater outcomes for people and the natural world. Learn more about RLF's commitment to diversity, equity, and inclusion on our website.

*RLF requires that employees be vaccinated for COVID-19 prior to visiting or working in an RLF office or conducting any travel or in-person meetings on behalf of our organization. If you are hired for this position, RLF will require proof that you are up to date on COVID-19 vaccinations or have a valid religious or medical reason not to be vaccinated.*